



Darwin Escapes Gender Pay Gap Reporting as at 5th April 2020

In line with our regulatory reporting requirements, the tables below set out Darwin Escapes Gender Pay Gap results as at 5th April 2020.

The calculations show the mean and median percentage figures as a percentage of men's pay.

	Mean %	Median %
Darwin Contract Management Ltd		
Pay	9.90	4.00
Bonus	-91.80	21.30
Darwin (North West) Ltd		
Pay	-1.20	-7.00
Bonus	69.30	76.70
Darwin Leisure Development Management Ltd		
Pay	23.00	11.00
Bonus	14.70	-520.00
Darwin Escapes Group (totals)		
Pay	7.70	2.90
Bonus	44.70	21.00

The calculations relate to the percentage of staff receiving a bonus.

Male %	Female %
Darwin Contract Management Ltd	
7.90	26.60
Darwin (North West) Ltd	
13.80	9.30
Darwin Leisure Development Management Ltd	
7.40	11.90
Darwin Escapes Group (totals)	
9.40	19.50

The calculations show the proportion of females and males in each quartile pay band.

Quartile	Male %	Female %
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Darwin Contract Management Ltd

Lowest	38.14	61.86
2nd	48.45	51.55
3rd	73.20	26.80
Highest	68.04	31.96

Darwin (North West) Ltd

Lowest	43.75	56.25
2nd	70.21	29.79
3rd	48.94	51.06
Highest	53.19	46.81

Darwin Leisure Development Management Ltd

Lowest	39.13	60.87
2nd	43.48	56.52
3rd	63.64	36.36
Highest	91.30	8.70

Darwin Escapes Group (totals)

Lowest	40.12	59.88
2nd	51.50	48.50
3rd	67.66	32.34
Highest	66.47	33.53

I confirm that the information contained in this report is accurate.



Drew Campbell

Operations Director